



# Update on Complaints of Sexual Misconduct (1 July 2022 to 31 December 2022)

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25 January 2023

## CONTENTS

Introduction .....	4
Guide .....	7
Executive Summary .....	8
Statistical Summary of Complaints of Sexual Misconduct Involving Students .....	9
Descriptive Summary of Complaints of Sexual Misconduct Between 1 July 2022 and 31 December 2022 (Involving Students) .....	11
Updates to Previous Cases .....	12
Statistical Summary of Complaints of Sexual Misconduct Involving Staff .....	15
Descriptive Summary of Complaints of Sexual Misconduct Between 1 July 2022 and 31 December 2022 (Involving Staff) .....	16
Updates to Previous Cases .....	16
Resources .....	17

## ADVISORY

**This report contains information about sexual misconduct. Anyone affected by the contents may wish to access the support below:**

**1. NUS Care Unit (for both Staff and Students)**

Helpline: +65 6601 4000

Email: [ncu\\_help@nus.edu.sg](mailto:ncu_help@nus.edu.sg)

**2. NUSHeart (for Staff)**

Helpline: 800 130 1950

Email: [support@resourcesforyourlife.com](mailto:support@resourcesforyourlife.com)

## INTRODUCTION

The National University of Singapore (NUS) is committed to building a culture of respect and consent where all members of the NUS community can pursue their academic and professional aspirations in a safe, conducive and supportive campus.

This report reaffirms our zero-tolerance for sexual misconduct and reflects the University’s ongoing efforts in raising awareness of the individual roles and responsibilities of students and staff in fostering a safe, inclusive and respectful environment to enable the flourishing of academic and student life.

This academic year, a workshop component was introduced to complement the existing Respect and Consent module. The workshop component, mandatory for new students, provides an avenue for students to discuss issues surrounding consent and bystander intervention. The workshops are conducted in small groups and led by trained facilitators.

## EDUCATION AND AWARENESS

### Respect & Consent Training

All students and staff, upon enrollment and employment respectively, will be required to complete the Respect and Consent module.

In addition, refresher modules on Respect and Consent have been introduced, as follows:

- For students: Refresher modules are compulsory for all NUS students who commence their fifth regular semester.
- For staff: Refresher modules are required two years after completing the Respect and Consent module.

The breakdown of the number of students and staff who have completed the Respect and Consent module is shown in Tables 1 and 2 below.

**Table 1.** Completion rate for Respect and Consent module for students (accurate as of 31 December 2022).

A Culture of Respect and Consent Module for Students (RC1000A)	
Student Profile	Number of Students Who Have Completed the Module
Staying on Campus (Halls/Residential Colleges) (e-module and workshop <sup>(1)</sup> )	4,802 / 4,802 (100%)
Not staying on Campus (e-module and workshop <sup>(1)</sup> )	8,627 / 8,698 (99%)
<b>Total</b>	<b>13,429 / 13,500 (99%)<sup>(2)</sup></b>
Refresher for A Culture of Respect and Consent Module for Students (RC1010A)	
<b>Total</b>	<b>18,563 / 18,673 (99%)<sup>(3)</sup></b>

## Update on Complaints of Sexual Misconduct (1 July 2022 to 31 December 2022)

- (1) Conducted either face-to-face or via Zoom
- (2) Total number represents Academic Year 2022/23 Semester 1 enrolment of new students
- (3) Total number of students who commenced their fifth regular semester of study or beyond after completion of RC1000A

**Table 2.** Completion rate for Respect and Consent module for staff (accurate as of 31 December 2022).

A Culture of Respect and Consent Module for Staff	
<b>Total</b>	<b>12,446<sup>(4)</sup> / 12,908 (96%)<sup>(5)</sup></b>
2022 Refresher Module <sup>(6)</sup> for 'A Culture of Respect and Consent' for Staff	
<b>Total</b>	<b>1,588 / 1,588 (100%)<sup>(7)</sup></b>

- (4) Majority of the staff who have not completed the module are new hires who are completing the module during onboarding. Staff who did not complete the module during onboarding will be included in the 2023 refresher exercise.
- (5) Total number represents full-time staff as at 31 December 2022
- (6) 2022 Refresher Module for staff rolled out in August 2022
- (7) Total number represents full-time staff assigned the 2022 refresher as at 1 August 2022. Staff who did not complete the refresher in 2022 will be included in the 2023 roll-out.

### First-Responder Training

Face-to-face First-Responder Training workshops helped strengthen the training for staff who are likely to be the first-responders in incidents of sexual misconduct. These include student-facing staff in campus residences, as well as staff from the Office of Student Affairs, and Campus Emergency and Security.

**Table 3.** Completion rate for First-Responder Training (accurate as of 31 December 2022).

First-Responder Training	
Staff identified and trained between 1 January 2022 and 31 December 2022	24/24 (100%)

*Note: Since 2021, there is a total of 109 trained first responders.*

### Training on Disciplinary Processes and Roles of the Board of Discipline and Disciplinary Appeals Board

In October and November 2022, the Office of Student Conduct (OSC) conducted training sessions for members of the NUS Panel for Student Discipline, NUS Graduate Panel for Student Discipline, as well as the NUS Undergraduate Panel for Student Discipline who are involved in disciplinary hearings for cases involving students.

Together with partners from other units, including the Office of Legal Affairs (OLA), the Office of Student Affairs (OSA) and the NUS Care Unit (NCU), OSC provided members with information on the disciplinary processes, sanctioning considerations, as well as the perspectives of respondents and complainants.

### **Educational Outreach**

In July and August 2022, OSC conducted outreach talks at various Colleges, Faculties and Schools to brief the incoming freshmen on NUS student conduct matters for both academic and general offences.

### **Training on Respect and Consent**

In July 2022, OSC organised a series of training sessions for facilitators and co-facilitators slated to conduct the mandatory Respect and Consent module for new students in the Academic Year 2022/2023.

### **Collaboration with NUSSU Student Leaders**

Feedback was gathered from the NUS student population through the exam welfare pack survey administered by the task force established under the NUS Students' Union (NUSSU) Executive Committee. The majority of the students who participated in the survey felt that disciplinary sanctions for sexual misconduct offences should be tougher. OSC will continue to collaborate with the task force to review its outreach and disciplinary measures, and enhance the Respect and Consent modules, taking into account students' feedback.

## GUIDE

### Glossary of Terminology:

The following terms are used throughout this report:

**COC Staff** refers to the Code of Conduct for NUS Staff.

**COC Students** refers to the Code of Student Conduct.

**Complainant** refers to the person (can be staff, student or member of the public) who alleged act(s) of sexual misconduct.

**Consent** refers to an affirmative, informed, voluntary and ongoing choice by an individual with legal capacity.

**DAB** refers to the Disciplinary Appeals Board.

**FIR** refers to First Information Report.

**NCU** refers to the NUS Care Unit.

**OHR** refers to the Office of Human Resources.

**ORMC** refers to the Office of Risk Management and Compliance.

**OSC** refers to the Office of Student Conduct.

**Respondent** refers to the person (either staff or student) who is alleged to have committed act(s) of sexual misconduct on the complainant.

**SDP** refers to the Staff Disciplinary Procedures and Sanctions Policy.

**Sexual Misconduct** is a general term used to refer to a range of acts of a sexual nature committed against a person by force, intimidation, manipulation, coercion or without that person's consent, or at a point when that person is incapable of giving consent. Sexual misconduct includes, but is not limited to sexual discrimination, sexual harassment, sexual exploitation and sexual contact. *\*For more detailed definitions, please refer to Regulation 10A (Students), COC Staff and Policy on the Protection of Students and Staff against Sexual Misconduct.*

### Limitations/Caveat

Due to privacy and confidentiality and to protect the identities and minimise the re-traumatising of complainants, this report cannot fully convey the variety and complexity of circumstances associated with cases. Therefore, the brief narrative descriptions may appear similar.

## EXECUTIVE SUMMARY

### Summary of Complaints

This report presents information on sexual misconduct complaints made to the University within the reporting period (1 July 2022 – 31 December 2022). Updates on complaints that were reported prior to 1 July 2022 are also included for information.

Due to privacy and confidentiality and to protect the identities of complainants and avoid re-traumatising them, details and circumstances associated with the cases have been redacted in the brief descriptions. Between 1 July 2022 and 31 December 2022, ten sexual misconduct complaints were made to the University, with seven involving student respondents; and three involving staff respondents.

Speaking out and reporting incidents of sexual misconduct take courage. We want to give all staff and students assurance that each complaint is taken seriously, investigated thoroughly, and appropriate disciplinary sanctions are imposed for every infringement that is proven. Together, we can raise awareness in our community and create a safer and more conducive campus environment.



## STATISTICAL SUMMARY OF COMPLAINTS OF SEXUAL MISCONDUCT INVOLVING STUDENTS

### Number of reports between 1 July 2022 and 31 December 2022

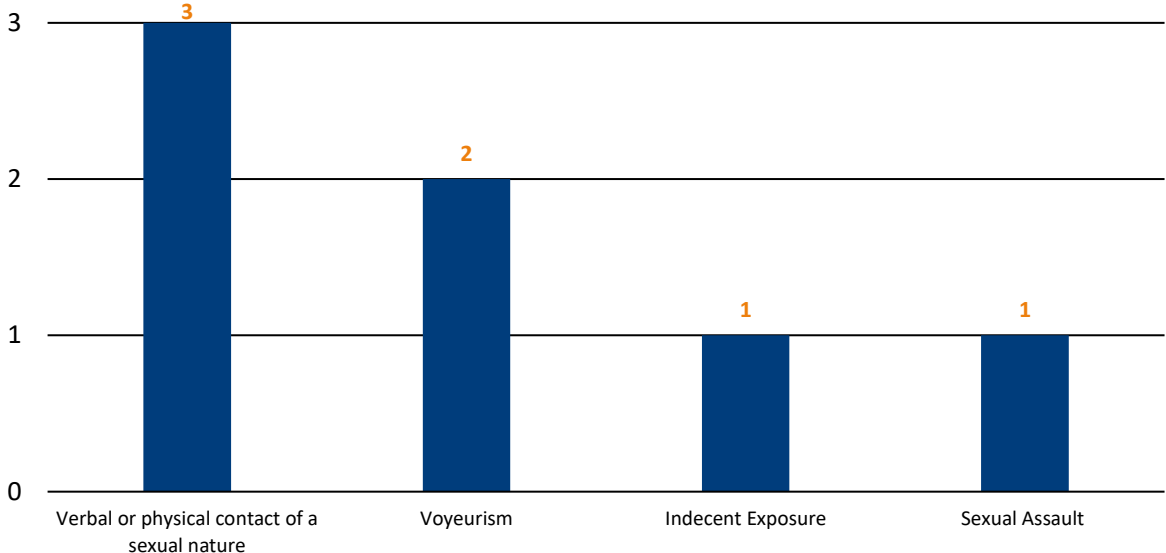
This section presents a brief summary of complaints of sexual misconduct involving students brought to the attention of NUS between 1 July 2022 and 31 December 2022. The tables and charts below include complaints that are currently pending investigation by the University.

**Table 4.** Complaints of sexual misconduct by case outcome adjudicated by the Board of Discipline (BOD), referred to Faculty for disciplinary action (Faculty), issued warning or No Further Action (Warning/NFA), or pending investigation.

Complaints of Sexual Misconduct by Case Outcome							
	BOD			Faculty	Warning/NFA	Pending Investigation	Total
	Charge(s) made out	Charge(s) dismissed	Pending				
<b>1 July 2022 to 31 December 2022</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>7</b>
1 January 2022 to 30 June 2022	9	0	0	0	2	1	12
1 July 2021 to 31 December 2021	6	2	0	0	0	0	8
1 January 2021 to 30 June 2021	5	2	0	1	2	0	10
1 July 2020 to 31 December 2020	3	1	0	1	2	0	7
1 January 2020 to 30 June 2020	2	1	0	1	1	0	5

Classification

Figure 1. Classification of complaints of sexual misconduct made between 1 July 2022 and 31 December 2022.



## DESCRIPTIVE SUMMARY OF COMPLAINTS OF SEXUAL MISCONDUCT BETWEEN 1 JULY 2022 AND 31 DECEMBER 2022 (INVOLVING STUDENTS)

S/N	Date of FIR to CES	On/Off Campus	Type of Offence	Description of Offence	Alcohol Involved	Disciplinary Action and Sanctions	Police Report
1	14 July 2022	Off Campus	Sexual Assault	The respondent was alleged to have had non-consensual sexual intercourse with the complainant.  The complainant is a member of the public.	No	No Further Action taken due to insufficient evidence.	Yes
2	26 July 2022	Off Campus	Voyeurism	The respondent was alleged to have filmed the complainant without consent while the latter was in a state of undress.  The complainant is a member of the public.	No	The BOD suspended the respondent for three semesters with 80 hours of community-based sanctions and mandated counselling. The respondent was barred from NUS campus premises during the period of suspension and will also be barred from all on-campus housing premises for the remaining period of candidature.	Yes
3	6 September 2022	On Campus	Indecent Exposure	The respondent was alleged to have committed obscene acts on multiple occasions on campus.	No	The case is pending a BOD hearing.	Yes
4	25 September 2022	Off Campus	Verbal or physical contact of a sexual nature	The respondent was alleged to have touched the complainant inappropriately without consent.	Yes	No-Contact Orders were issued.  The BOD suspended the respondent for four semesters with 120 hours of community-based sanctions and mandated counselling. The respondent was barred from NUS campus premises during the period of suspension and will also be barred from all on-campus housing premises for the remaining period of candidature.  The respondent is appealing against the BOD's decision.	No (Incidents happened overseas)
5	27 September 2022	Off Campus	Verbal or physical contact of a sexual nature	The respondent was alleged to have touched the complainant inappropriately without consent.	No	No-Contact Orders were issued.  The case is pending a BOD hearing.	Yes

## Update on Complaints of Sexual Misconduct (1 July 2022 to 31 December 2022)

S/N	Date of FIR to CES	On/Off Campus	Type of Offence	Description of Offence	Alcohol Involved	Disciplinary Action and Sanctions	Police Report
6	13 November 2022	On Campus	Voyeurism	The respondent was alleged to have filmed the complainant while the latter was showering.	No	No-Contact Orders were issued.  The case is pending a BOD hearing.	Yes
7	4 December 2022	Off Campus	Verbal or physical contact of a sexual nature	The respondent was alleged to have touched the complainant inappropriately without consent.	Yes	No-Contact Orders were issued.  The case is pending investigation.	Yes

## UPDATES TO PREVIOUS CASES

The following table contains updates to fifteen cases of sexual misconduct which were reported before 1 July 2022:

S/N	Description of Offence	Update	Disciplinary Action and Sanctions
1	<b>Sexual Assault</b>  The respondent was alleged to have touched the complainant inappropriately without consent.	DAB hearing was convened.	The BOD terminated the respondent's candidature with immediate effect.  The respondent filed an appeal against the BOD's decision. The DAB dismissed the respondent's appeal.
2	<b>Verbal or physical contact of a sexual nature</b>  The respondent was alleged to have touched multiple complainants inappropriately without consent while they were in a hostel.	DAB hearing was convened.	The BOD terminated the respondent's candidature with immediate effect.  The respondent filed an appeal against the BOD's decision. The DAB dismissed the respondent's appeal.  The respondent was found to have committed a separate incident of sexual misconduct. Please refer to the S/N (6) of this table.
3	<b>Verbal or physical contact of a sexual nature</b>  The respondent was alleged to have touched the complainant inappropriately without consent.	BOD hearing was convened.	The BOD terminated the respondent's candidature with immediate effect.  The respondent filed an appeal against the BOD's decision. The respondent subsequently withdrew the appeal.
4	<b>Verbal or physical contact of a sexual nature</b>  The respondent was alleged to have touched the complainant inappropriately without consent.  The complainant is a member of the public.	Case is pending DAB hearing.	The BOD terminated the respondent's candidature with immediate effect.  The respondent is appealing against the BOD's decision.
5	<b>Verbal or physical contact of a sexual nature</b>		The BOD terminated the respondent's candidature with immediate effect.

## Update on Complaints of Sexual Misconduct (1 July 2022 to 31 December 2022)

S/N	Description of Offence	Update	Disciplinary Action and Sanctions
	The respondent was alleged to have touched the complainant inappropriately without consent.	Case is pending DAB hearing.	The respondent is appealing against the BOD's decision.
<b>6</b>	<p><b>Verbal or physical contact of a sexual nature</b></p> <p>The respondent was alleged to have touched the complainant inappropriately without consent while they were in a hostel.</p>	DAB hearing was convened.	<p>The BOD terminated the respondent's candidature with immediate effect.</p> <p>The respondent filed an appeal against the BOD's decision. The DAB dismissed the respondent's appeal.</p> <p>The respondent was found to have committed a separate incident of sexual misconduct. Please refer to the S/N (2) of this table.</p>
<b>7</b>	<p><b>Verbal or physical contact of a sexual nature</b></p> <p>The respondent was alleged to have touched unknown complainant(s) inappropriately without consent.</p>	No further action taken due to insufficient evidence.	-
<b>8</b>	<p><b>Verbal or physical contact of a sexual nature</b></p> <p>The respondent was alleged to have touched the complainant inappropriately without consent.</p> <p>The respondent was also alleged to have made inappropriate comments towards the complainant.</p>	DAB hearing was convened.	<p>No-Contact Orders were issued.</p> <p>The BOD suspended the respondent for four semesters with 120 hours of community-based sanctions and mandated counselling. The respondent was barred from NUS campus premises during the period of suspension and will also be barred from all on-campus housing premises for the remaining period of candidature.</p> <p>The respondent filed an appeal against the BOD's decision. The DAB dismissed the respondent's appeal.</p>
<b>9</b>	<p><b>Verbal or physical contact of a sexual nature</b></p> <p>The respondent was alleged to have touched the complainant inappropriately without consent.</p> <p>The complainant is a member of the public.</p>	No further action taken due to insufficient evidence.	-
<b>10</b>	<p><b>Verbal or physical contact of a sexual nature</b></p> <p>The respondent was alleged to have touched the complainant inappropriately without consent.</p>	<p>BOD hearing was convened.</p> <p>Case is pending DAB hearing.</p>	<p>The BOD terminated the respondent's candidature with immediate effect.</p> <p>The respondent is appealing against the BOD's decision.</p>
<b>11</b>	<p><b>Others</b></p> <p>The respondent was alleged to have sent an audio recording of a sexual nature to the complainant without consent.</p>	BOD hearing was convened.	<p>No-Contact Orders were issued.</p> <p>The BOD suspended the respondent for two semesters with 120 hours of community-based sanctions, mandated counselling, and psychiatric treatment. The respondent was barred from NUS campus premises during the period of suspension</p>

## Update on Complaints of Sexual Misconduct (1 July 2022 to 31 December 2022)

S/N	Description of Offence	Update	Disciplinary Action and Sanctions
			and will also be barred from all on-campus housing premises for the remaining period of candidature.
12	<p><b>Voyeurism</b></p> <p>The respondent was alleged to have committed voyeurism by placing a pinhole camera in a toilet.</p>	DAB hearing was convened.	<p>The BOD withdrew the respondent's degree with immediate effect.</p> <p>The respondent filed an appeal against the BOD's decision. The DAB dismissed the respondent's appeal.</p>
13	<p><b>Verbal or physical contact of a sexual nature</b></p> <p>The respondent was alleged to have requested obscene photos from the complainant.</p> <p>The respondent was also alleged to have sent obscene photos to the complainant.</p> <p>The complainant is a member of the public.</p>	Case is pending BOD hearing.	-
14	<p><b>Verbal or physical contact of a sexual nature</b></p> <p>The respondent was alleged to have made multiple verbal remarks of a sexual nature towards the complainant while they were in a hostel.</p>	<p>BOD hearing was convened.</p> <p>Case is pending DAB hearing.</p>	<p>No-Contact Orders were issued.</p> <p>The BOD suspended the respondent for four semesters with 120 hours of community-based sanctions, mandated counselling, and psychiatric treatment. The respondent was barred from NUS campus premises during the period of suspension and will also be barred from all on-campus housing premises for the remaining period of candidature.</p> <p>The respondent is appealing against the BOD's decision.</p>
15	<p><b>Verbal or physical contact of a sexual nature</b></p> <p>The respondent was alleged to have touched the complainant inappropriately without consent.</p>	The case is pending investigation.	No-Contact Orders were issued.

## STATISTICAL SUMMARY OF COMPLAINTS OF SEXUAL MISCONDUCT INVOLVING STAFF

### Number of reports between 1 July 2022 and 31 December 2022

This section presents a brief summary of complaints of sexual misconduct involving staff brought to the attention of NUS between 1 July 2022 and 31 December 2022. The tables and charts below include complaints that are currently pending investigations by the University.

**Table 5.** Complaints of sexual misconduct by case outcome adjudicated by the Committee of Inquiry (COI) or Faculty disciplinary action (Sanctions), No Further Action taken due to insufficient evidence (NFA), pending investigations, or undergoing COI.

Complaints of Sexual Misconduct by Case Outcomes					
	Sanctions	NFA	Pending Investigations	Undergoing COI	Total
<b>1 July 2022 to 31 December 2022</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>3</b>
1 January 2022 to 30 June 2022	2	0	0	0	2
1 July 2021 to 31 December 2021	1	0	0	0	1
1 January 2021 to 30 June 2021	1	0	0	0	1
1 July 2020 to 31 December 2020	3	3	0	0	6
1 January 2020 to 30 June 2020	1	3	0	0	4

## DESCRIPTIVE SUMMARY OF COMPLAINTS OF SEXUAL MISCONDUCT BETWEEN 1 JULY 2022 AND 31 DECEMBER 2022 (INVOLVING STAFF)

S/N	Date Reported	On / Off Campus	Type of Offence	Description of Offence	Disciplinary Actions and Sanctions	Police Report
1	13 July 2022	On Campus	Sexual Harassment	The respondent – a former staff with no teaching duties – was alleged to have directed an inappropriate sexual remark towards a colleague. The respondent was also alleged to have displayed inappropriate and unprofessional behaviour in the office.	No Contact Orders were issued and the respondent was suspended from duty.  Investigations completed in July 2022. A COI determined that the respondent’s actions constituted harassment and unprofessional behaviour towards the complainant, and subsequently issued the sanction of Final Written Warning. As the respondent resigned prior to conclusion of the COI, the outcome of the internal review was placed on the university’s employment records.	Yes
2	13 October 2022	Off Campus	Prohibited Intimate Relationship (Staff-Student)	The respondent – a research staff with no teaching duties – was alleged to have engaged in sexual relations with a student.	No Contact Orders were issued and the respondent was suspended from duty.  Investigations completed in October 2022 and underwent COI proceedings. Respondent was dismissed on 21 December 2022.	No
3	4 November 2022	On Campus	Sexual Harassment	The respondent – a part-time academic staff – was alleged to have made inappropriate sexual remarks in the presence of several students on separate occasions.	No Contact Orders were issued and the respondent was suspended from duty.  Investigations completed in November 2022. COI proceedings are ongoing.	No

### UPDATES TO PREVIOUS CASES

There are no cases involving staff pending investigations before 1 July 2022.



## RESOURCES

### NUS Statutes and Regulations

Comprehensive information about NUS' statutes, regulations, policies, definitions and procedures can be found on the [Registrar's Office website](#).

### NUS Code of Student Conduct

The NUS Code of Student Conduct can be found on the [Office of Student Conduct website](#).

### NUS Code of Conduct for Staff

The NUS Code of Conduct for Staff can be accessed from this [link](#).

### NUS Policy on the Protection of Staff and Students Against Sexual Misconduct

The Policy on the Protection of Staff and Students Against Sexual Misconduct can be accessed from this [link](#).

### Past Reports:

The previous reports on complaints of sexual misconduct can be found on the [Office of Student Conduct website](#).

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**Office of Risk Management and Compliance**

**Office of Student Conduct**

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